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Attorneys for Plaintiffs  
DEMETRIC DI-AZ and OWEN DIAZ

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

DEMETRIC DI-AZ, OWEN DIAZ, and  
LAMAR PATTERSON,

Plaintiffs,

v.

TESLA, INC. dba TESLA MOTORS, INC.;  
CITISTAFF SOLUTIONS, INC.; WEST  
VALLEY STAFFING GROUP;  
CHARTWELL STAFFING SERVICES, INC.;  
and DOES 1-50, inclusive,

Defendants.

Case No. 3:17-cv-06748-WHO

**DECLARATION OF TITUS MCCALED**

1 I, TITUS MCCALEB, hereby declare:

2 1. I am over the age of 18. If called upon to testify, I could and would testify  
3 competently as to the facts set forth in this declaration.

4 2. I am a Black man. I was employed by Tesla, Inc. ("Tesla") at the factory in  
5 Fremont, California from approximately October 2016 through June 2017. I was hired through  
6 West Valley Staffing Group. I was first assigned to work in production on the Q-11 station at the  
7 end of the line. I was promoted to Station Trainer and also worked as a Media Specialist and  
8 Audio Engineer on some occasions. I also assisted on the Manufacturing Training Team during  
9 the winter holiday season.  
10

11 3. A Tesla employee, Carlos, called me the n-word when we first met. I told Carlos  
12 and the employee who was training me, Miguel, not to call me the n-word. Carlos continued  
13 referring to me with the n-word regularly.  
14

15 4. Other employees called me the n-word, including Colton, Khoi Nguyen, Marcell,  
16 Allen Fong, and others. I observed other Black employees being called the n-word, as well,  
17 including Anthony Sims, Eric, Glen, and Jay.  
18


19 5. I reported the use of the n-word to Leads Khoi Nguyen, Alishia, and Catherine;  
20 Supervisors Ron Lardizabal and Josh Vasquez; Managers Anton Baruh and Louis Burris; and  
21 Human Resources representatives Josh Hedges, Brandie To, and Arnon Geshuri.  
22

23 6. I also reported my complaint to Annalisa Heisen of Tesla administration on  
24 multiple occasions. She was a part of about four or five conversations which also included Jacob,  
25 Josh, and Ron. In fact, we met once to discuss the racial harassment occurring in the factory.

26 7. I also reported the racial harassment to West Valley Staffing employees, including  
27 Samuel Zehner, Soren Baird, and Agnes Lewis.  
28

8. Michael Wheeler and Edward Romero also sound familiar to me.

1 I declare under penalty of perjury under the laws of the United States of America that the  
2 foregoing is true and correct. Executed on April 28, 2020 in Oakland, California.  
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5 By: Titus V McCaleb (Apr 28, 2020)  
6 Titus McCaleb  
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